

for more than \$33 billion in Federal contracts. Through tax relief and regulatory streamlining and by opening overseas markets and providing export assistance, we are helping America's small businesses compete successfully in the global marketplace.

The men and women who own and manage America's small businesses have made enormous contributions to the technological innovations, job growth, and prosperity we enjoy today. But those contributions cannot be measured in dollars and cents alone; entrepreneurs give back to their communities in myriad ways, making them better places in which to live and work. During Small Business Week, we have a special opportunity—and obligation—to acknowledge the achievements of small business men and women and to express our appreciation for the vision, energy, and effort they bring to their enterprises.

**Now, Therefore, I, William J. Clinton,** President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim May 23 through May 29, 1999, as Small Business Week. I call upon Government officials and all the people of the United States to observe this week with appropriate ceremonies, activities, and programs that celebrate the achievements of small business owners and encourage the development of new enterprises.

**In Witness Whereof,** I have hereunto set my hand this twenty-second day of May, in the year of our Lord nineteen hundred and ninety-nine, and of the Independence of the United States of America the two hundred and twenty-third.

**William J. Clinton**

[Filed with the Office of the Federal Register, 9:04 a.m., May 25, 1999]

NOTE: This proclamation was published in the *Federal Register* on May 26. This message was released by the Office of the Press Secretary on May 24.

## **Memorandum on the Palestine Liberation Organization**

*May 24, 1999*

Presidential Determination No. 99-25

*Memorandum for the Secretary of State*

*Subject:* Waiver and Certification of Statutory Provisions Regarding the Palestine Liberation Organization

Pursuant to the authority vested in me under section 540(d) of the Foreign Operations, Export Financing, and Related Programs Appropriations Act, 1999, Public Law 105-277, I hereby determine and certify that it is important to the national security interests of the United States to waive the provision of section 1003 of the Anti-Terrorism Act of 1987, Public Law 100-204, through October 21, 1999.

You are authorized and directed to transmit this determination to the Congress and to publish it in the *Federal Register*.

**William J. Clinton.**

[Filed with the Office of the Federal Register, 8:45 a.m., June 1, 1999]

NOTE: This memorandum will be published in the *Federal Register* on June 2.

## **Memorandum on New Tools To Help Parents Balance Work and Family**

*May 24, 1999*

*Memorandum for the Heads of Executive Departments and Agencies*

*Subject:* New Tools to Help Parents Balance Work and Family

Since I became President, my Administration has worked hard to make sure that parents have the tools they need to meet their obligations at home and at work. I am proud that the very first bill I signed into law was the Family and Medical Leave Act (FMLA). Since 1993, the FMLA has allowed millions of Americans to take up to 12 weeks of unpaid leave—without fear of losing their jobs—to care for a newborn or adopted child,

to attend to their own serious health needs, or to care for a seriously ill parent, son, daughter, or spouse. Too many American workers, however, have been unable to take the leave they need because they simply cannot afford to go without a paycheck.

Therefore, I am taking new steps toward enabling workers to take the leave they need.

First, I hereby direct the Secretary of Labor to propose regulations that enable States to develop innovative ways of using the Unemployment Insurance (UI) system to support parents on leave following the birth or adoption of a child. In addition, I direct the Secretary to develop model State legislation that States could use in following these regulations. In this effort, the Department of Labor is to evaluate the effectiveness of using the UI system for these or related purposes. In a 1996 study conducted by the Commission on Family and Medical Leave, lost pay was the most significant barrier to parents taking advantage of unpaid leave after the birth or adoption of a child. This new step will help to give States the ability to eliminate a significant barrier that parents face in taking leave.

Second, I direct the Director of the Office of Personnel Management to propose government-wide regulations to allow Federal employees to use up to 12 weeks of accrued sick leave each year to care for a spouse, son, daughter, or parent with a "serious health condition," as that term is defined for the purpose of applying the FMLA. Currently, the amount of sick leave that can be used to care for a family member who is ill is limited to 13 days each year for most Federal employees. By enabling Federal workers to use the sick leave they have earned, we will eliminate a significant barrier to caring for a family member with a serious health condition. The use of paid sick leave under this policy will be subject to the same conditions as the use of unpaid leave for these purposes under the FMLA. In particular, the same notification and certification requirements that govern the use of unpaid leave to care for a spouse, son, daughter, or parent under the FMLA will apply to Federal employees who use paid sick leave for this purpose. I believe the Federal Government has an important

role to play in setting an example for the Nation.

Finally, I direct the Director of the Office of Personnel Management to establish an Interagency Family Friendly Workplace Working Group within 90 days to promote, evaluate, and exchange information on Federal family-friendly workplace initiatives. I also direct the head of each executive department and agency to appoint a family-friendly work/life coordinator to serve as a member of this Working Group. Working Group representatives will be responsible for making sure that Federal employees are aware of the full range of options available to them to meet their personal and family responsibilities (such as alternative work schedules, telecommuting, part-time employment, and job sharing). The coordinators also will provide employees with information about child and elder care resources currently available in their communities, and establish and promote parent support groups, elder care support groups, and on-site nursing mothers' programs.

**William J. Clinton**

**Message to the Senate on  
Ratification of the Amended Mines  
Protocol of the Convention on  
Conventional Weapons**

*May 24, 1999*

*To the Senate of the United States:*

I am gratified that the United States Senate has given its advice and consent to the ratification of the Amended Mines Protocol of the Convention on Conventional Weapons.

The Senate and my Administration, working together, reached agreement on a detailed resolution of advice and consent to ratification, including 13 conditions covering issues of significant interest and concern. I will implement these provisions. I will, of course, do so without prejudice to my Constitutional authorities. A condition in a resolution of advice and consent to ratification cannot alter the allocation of authority and responsibility under the Constitution, for both the Congress and the President.